



Confronting Changing Times: Paths to Partnership

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The nation's premier labor-management conference!

**13TH National
Labor-Management
Conference**

Aug.16-18, 2006
Hyatt Regency Hotel
Chicago, IL

FMCS

Federal Mediation & Conciliation Service



The 13th National Labor-Management Conference

Aug 16–18, 2006

Hyatt Regency Hotel, Chicago, IL
1-888-421-1442



Dear Labor Relations Professional:

At the Federal Mediation and Conciliation Service, we are committed to the search for new approaches and innovative solutions to the complex issues that confront union and management representatives at today's bargaining table.

Recognizing that these are difficult times for collective bargaining and for labor relations practitioners, the 13th National Labor-Management Conference will present the latest and best thinking by academics, leaders in labor and management and neutral third parties on today's special set of challenges. This year's conference will address the hard realities that afflict labor-management relations. You will have opportunities to learn from a lineup of distinguished speakers and to problem-solve at more than 60 workshops. And equally important, you will have a chance to network with your fellow professionals and to share your experiences and gain insights and perspectives.

This conference will equip you with information and skills to more confidently engage the uncertain future. At the FMCS, we look forward to working with you whenever you believe our assistance can be helpful, and I hope to see you in Chicago, August 16–18, 2006.

Arthur F. Rosenfeld
Director



About the Conference

The most important labor relations event of 2006 will take place at Chicago's Hyatt Regency Hotel on August 16–18. The 13th National Labor-Management Conference is expected to draw over 1,500 business and union practitioners, attorneys, arbitrators, facilitators and mediators from the private and public sectors across the United States and several foreign nations, coming together in a “business-casual” atmosphere.

The conference will feature some 60 workshops and plenary sessions covering a wide range of issues dealing with all aspects of labor-management cooperation, health care cost containment, work system design and change as well as a number of hot topics in collective bargaining and arbitration. A special feature of this year's program is a highly informative workshop track on collective bargaining issues in key industry sectors, produced by the Labor and Employment Relations Association (LERA). This special track of LERA workshops will offer expert panels on critical trends and issues in the aerospace, airline, automotive, construction and utility industries as well as the public sector.

Keynote Speakers

As usual, the conference will provide an exceptional lineup of nationally known keynote speakers throughout the three-day program, featuring distinguished names from labor, management, government and the media.

Conference keynote speakers include these outstanding leaders:

- U.S. Secretary of Labor Elaine L. Chao
- Kaiser-Permanente Executive Director Francis Crosson, M.D., The Permanente Federation
- MSNBC commentator and Congressional Medal of Honor winner Jack Jacobs
- NLRB General Counsel Ronald E. Meisburg
- AFL-CIO Secretary-Treasurer Richard L. Trumka
- UNITE-HERE President, Hospitality Industry, John W. Wilhelm

Conference Networking Reception

The official conference reception will be held August 16 from 6:30 p.m. to 9:30 p.m. at the Chicago Museum of Science and Industry. There will be ample time to meet old colleagues and make new friends or simply enjoy the food while browsing among the museum's many fascinating and entertaining exhibits, including a trip through a replica of an operational underground coal mine.

Chartered shuttle buses will transport attendees between the hotel and the reception site. Business casual attire is suggested for the reception, which will feature plentiful hors d'oeuvres and beverages.

Conference Information

Conference sessions will begin each day at 8:30 a.m. and will end by noon on August 18. Those individuals arriving on Tuesday, August 15 are urged to pick up their registration materials between 2:00 p.m. and 10:00 p.m. at the registration counter outside the Grand Ballroom in the East Tower to avoid the congestion expected between 7:00 a.m. and 8:30 a.m. on August 16.

This year's fee is \$495 for registrations through July 31 and \$545 for late registration thereafter. You can save time by taking advantage of convenient, online registration at www.fmcs.gov. The registration fee covers admission to all sessions, two luncheons, and the conference reception (including round-trip shuttle transportation) at the Chicago Museum of Science and Industry.



Chicago Museum of Science and Industry

A refund of above fees, less a \$50 processing fee, will be made only if written cancellation is received by July 31, 2006. A \$100 refund will be given for cancellations received August 1–10, 2006. The conference will permit substitutions in the event a registered participant cannot attend.

Hotel Information

The 13th National Labor-Management Conference will take place at the Hyatt Regency Hotel at 151 East Wacker Drive in downtown Chicago. The Hyatt's special conference rate is \$127 (plus tax) single occupancy or \$152 double occupancy. However, these rates are only guaranteed if reservations are made on or before July 28. For those wishing to extend their stay before or after the conference, the Hyatt has agreed to make these rates available from August 12 to August 21. Reservations also can be made by calling the Hyatt's toll-free national reservation number for the conference at 1 (888) 421-1442. Be sure to mention you are attending the National Labor-Management Conference in order to get the discounted rate. Should the Hyatt conference room rate be sold out, please call the conference office at (202) 606-3631 for overflow hotel information.

Exhibitors

The conference will make a limited number of tables or booth space available to display products or market services related to the conference. The display area will be open from 9:45 a.m. on August 16 through the end of the conference. Space will be located in heavily traveled areas and will be available on a first-come, first-served basis by receipt of fee. For more information, call the conference office at (202) 606-3631.

Interested in International Labor Relations?

The International Center for the Collaborative Workplace (ICCW) will hold a one-day world conference on international workplace collaborative efforts at the Chicago Hyatt Regency on August 15, 2006 (the day before the start of the 13th National Labor-Management Conference). For more information about this event, go to the ICCW conference page at <http://iccwnetwork.com>.



WEDNESDAY AUGUST 16, 2006

■ Wednesday Morning

Breaking Barriers to Union-Management Partnerships

A highly entertaining, non-threatening self-discovery experience that opens up awareness and creates a process to improve union and management partnerships. This session has consistently been one of the conference's highest-rated presentations. (Repeated Thursday morning.)

Presenters:

Gordon Graham, Gordon Graham & Co., Inc., Bellevue, WA

Cathy Crosslin, Gordon Graham & Co., Inc., Bellevue, WA

Public Interest Arbitration 101: So You Are Going to Interest Arbitration

Two members of the National Academy of Arbitrators will guide participants on interest arbitration procedures, whether to use exhibits or witnesses and how to win an interest arbitration case.

Presenters:

Rex Wiant, Arbitrator, Kansas City, MO

Ron Hoh, Arbitrator, Sacramento, CA

Violence, Bullying, Threats and Intimidation: Collaborative Strategies for Preventing Workplace Crises

This presentation explains how labor and management can cooperate to prevent workplace violence and other forms of dangerous or disruptive behavior by engaging in joint policy development and training. Interactive crisis simulations will allow audience members to acquire new skills for handling emergencies.

Presenters:

Richard V. Denenberg, Workplace Solutions, Red Hook, NY

Tia Schneider Denenberg, Workplace Solutions, Red Hook, NY

Mary Ellen Shea, Workplace Solutions, Red Hook, NY

Transformative Bargaining: Turning Emotional Hot Buttons into Productive Negotiations

Traditional bargaining around difficult issues often results in needless conflict, damaged relationships and poorly implemented agreements. Using proven methodology gleaned from leading edge practices in emotional intelligence, partnering and negotiations, this workshop focuses on how labor and management transform argumentative encounters into productive negotiations.

Presenters:

Larry Kokkelenberg, Common Wealth Centers for High Performance Organizations Charlottesville, VA

Pete Swanson, Carr Swanson & Randolph, LLC, Centreville, VA

Conflict to Cooperation: For the Sake of Our Troops

This presentation examines the key elements that allowed management and its workforce to recover from the devastating effects of a six-week strike.

Presenters:

Gary Aicher, ITT Industries Night Vision, Roanoke, VA

Mitchell Adams, IUE/CWA Local 82162, Roanoke, VA

William R. Franklin, Partners in Progress, Nitro, WV

What Do They See When They See You Coming?

How others perceive you is your business! Participants will discover that their attitudes and actions do not automatically flow untarnished to others. Both labor and management will learn to factor the perception of their counterpart into their equation. (Repeated Thursday morning.)

Presenter:

Stephen M. Gower, CSP, The Gower Group, Inc., Toccoa, GA

Partnering Employers, Payers and Hospitals to Meet the Challenges of Quality Care and Patient Safety

An explanation of the macroeconomics of health care, cost drivers and future projections, followed by a discussion of innovative partnerships addressing practical approaches by payers, employers and hospital systems to improve quality and safety.

Presenter:

Bonnie Summers, BlueCross BlueShield Association, Washington, DC

Labor-Management Cooperation in the Re-regulated Electric Utility Industry

An overview of America's electric utility industry, the impact of de-regulation and a labor-management case study involving Dominion Resources and the IBEW.

Presenters:

Craig Ivey, Dominion Resources, Richmond, VA

Jack Wells, IBEW, Local 50, Richmond, VA

Patrick Westerkamp, Westerkamp ADR Services, LLP, Freehold, NJ

Helmets to Hardhats: Connecting Military Veterans to Careers in Construction and Aerospace Industry

This "Helmets to Hardhats" workshop will discuss how military veterans are provided with skill assessment and placement support into apprenticeships and construction industry jobs (covering all fifteen building and construction trades and employer associations representing about 82,000 contractors). Presenters will review construction industry efforts and explore applications in the aerospace industry. Strategic overviews of industry challenges in construction and aerospace will also be provided.

Presenters:

Dan Caufield, Helmets to Hardhats, Oceanside, CA

Stephen Sleigh, IAMAW, Upper Marlboro, MD

Allen Smith, Building Construction and Trades Department, AFL-CIO, Washington, DC

Joel Cutcher-Gershenfeld, M.I.T., Cambridge, MA

John Spavins, New York City Department of Design and Construction, Long Island City, NY

James O'Neil, Hill International, Marlton, NJ

■ Wednesday Early Afternoon

You Get What You Negotiate! Being More Effective at the Bargaining Table

What are the strategies and tactics you need to be a better negotiator? This session will explain what to do—and not to do—to increase your ability to negotiate a satisfactory resolution. Emphasis will be placed on the practical realities of negotiating an on-going labor-management relationship. Knowing what traps to avoid will increase the confidence levels of those who sit at the bargaining table.

Presenter:

Moirra J. Kelly, Kelly Consulting LLC New Berlin, WI

The Evolution in Airline Employee Relations

Low-cost competition is transforming the airline industry in the United States and around the globe. This session explores the strategies that different airlines are using to achieve low costs, and the implications for employee well-being and employment relations, drawing upon low-cost airline experiences in the United States, Canada, Australia and Europe. A strategic overview of challenges in the airline industry will also be provided.

Presenters:

Thomas Kochan, George Bunker Professor, M.I.T., Cambridge, MA

Phillip Beaumont, University of Glasgow, Glasgow, Scotland

Andrew von Nordenflycht, Simon Fraser University, Burnaby, British Columbia

Labor Relations 101 — A Foundation Program

If you are new to labor relations and want to learn more about the National Labor Relations Act and procedures at the National Labor Relations Board, come to this session. Learn about your notice requirements under the law and how to file unfair labor practices and representation petitions.

Presenters:

Roberto Chavarry, National Labor Relations Board (former Regional Director) Chicago, IL

Ariella Bernstein, FMCS, Lawrence, NY

Binding-Nonbinding Arbitration: A New Process That Resolved a Transit Dispute

The conflict between sovereignty of political entities and interest arbitration can be resolved through binding-nonbinding arbitration. An update on this process will be presented, with an explanation of why it worked.

Presenters:

Daniel J.B. Mitchell, UCLA, Los Angeles, CA

Edmund D. Edelman, Private Arbitrator/Mediator, Los Angeles, CA

Collaborative Problem Solving for Big-Ticket Issues

Many believe that consensus bargaining and labor-management cooperation work only for contract language issues, but not on big-ticket issues such as health insurance, wages, and overtime. This session will show how it can be done and the obstacles to overcome.

Presenters:

Frank Matel, Marathon County Government, Wausau, WI

Shawn Esser, AFSCME Local 2492D, Wausau, WI

Dennis McGilligan, Employment Relations Associates, Madison, WI

Barbara Ermeling, Marathon County Board, Weston, WI

Phil Salamone, AFSCME Council 40, Schofield, WI

The Evolution of Interest-Based Approaches to Labor-Management Problem-Solving

Interest-based negotiation has been promoted widely as a more effective alternative to the adversarial approach than “traditional” labor-management bargaining efforts. This workshop will provide an opportunity to discuss lessons learned by labor and management practitioners and will identify key questions to consider before using this approach.

Presenters:

John Stepp, Restructuring Associates, Inc., Washington, DC

Gary Bergel, Restructuring Associates, Inc., Washington, DC

Partnering to Create a Responsibility-Based Culture

To compete in today’s global economy, labor and management must partner in new and innovative ways. This session focuses on the need to create a responsibility-based workplace culture where a greater importance is placed on shared people and business values, and key steps to get there.

Presenters:

Keith Ayers, Integro Leadership Institute, West Chester, PA

Denny Macha, HPower & Associates, LLC, Muskegon, MI

Effective Preparation for the Mediation and Arbitration of EEO and Diversity Disputes in the Organized Setting

Labor arbitration and mediation have been used as tools to resolve race-based and gender-based grievances since World War II. These grievances are now what may be referred to as “statutory-based diversity” grievances. With this historical backdrop, this special “skills-building workshop” is designed to educate and train management and union representatives about their legal obligation to handle statutory-based grievances.

Presenters:

Lamont E. Stallworth, Center for Employment Dispute Resolution (CEDR), Chicago, IL

Gilbert Cornfield, Cornfield & Feldman, Chicago, IL

Heather Ronnow, ARAMARK, Inc., Downers Grove, IL

Peter Meyers, Arbitrator, Chicago, IL

Jeanne Vonhof, Arbitrator, Chicago, IL

■ Wednesday Late Afternoon

Strategies for the Effective Handling and Resolution of Black and Hispanic/Latino Conflict in the Organized Workplace

The population demographics in the U.S. are rapidly changing with a substantial increase in the number of Latino/Hispanics in the workplace. This reality has, at times, created the stage for an increased number of conflicts between African-Americans and Latino/Hispanic workers. This session will explore the frequency of this phenomenon, the causes of conflict and effective employer and labor union strategies that have been implemented to address this increasingly important problem involving the effective management of a changing workforce.

Presenters:

Lamont E. Stallworth, Center for Employment Dispute Resolution (CEDR), Chicago, IL

Michael Hernandez, Franczek, Sullivan PC, Chicago, IL

Heather Ronnow, ARAMARK, Inc., Downers Grove, IL

Gladis Benevides, Benavides Enterprises, Inc., Madison, WI

Darlene Lewis, University of Chicago Hospitals, Chicago, IL

Surviving the Perfect Storm: The Boeing-SPEEA Journey From Strike to Partnership

Despite a long history of successful collective bargaining, a “perfect storm” hit the 1999 contract negotiations between Boeing and SPEEA, resulting in a 40-day strike by the technical workforce. Learn how the company and union recovered to have two subsequent successful negotiations and a collaborative working relationship.

Presenters:

Jerry Calhoun, Boeing, Renton, WA

Charles Bofferding, SPEEA, Seattle, WA

Mike Denton, Boeing, Renton, WA

Tom McCarty, SPEEA, Kent, WA

Pre-Discipline Settlement Conferences: Resolving Discipline and Discharge Cases without Grievances, Arbitration or Litigation

Hear how labor and management in Montgomery County, the largest jurisdiction in Maryland, jointly created an alternative dispute resolution process that has eliminated almost all contract grievances and arbitrations over discipline and saved the parties time, money, and acrimony.

Presenters:

Gino Renne, UFCW Local 1994, Gaithersburg, MD

Robert Stewart, UFCW Local 1994, Gaithersburg, MD

Joseph Adler, Montgomery County Government, Rockville, MD

Sandra Pearlman, Montgomery County Government, Rockville, MD

21st Century Negotiations: A New Meaning to Collaborative Bargaining

What would parties need to say “no” to midnight pressure, hiding the ball and last-minute leverage attempts? The answers lie in not quite traditional bargaining, not quite IBB, but a time-efficient, focused and results-driven negotiation that leads to more than just a liveable outcome.

Presenters:

Jon Carroll, HNA, Honolulu, HI

Dean Choy, HNA, Honolulu, HI

Denise Yamada, Queens Medical Center, Honolulu, HI

Fred Tokoro, Hawaii Employers Council, Honolulu, HI

Bert Kido, Queens Medical Center, Honolulu, HI

Is Zero Tolerance Worth the Effort?

This presentation includes a discussion of three real-world scenarios where zero tolerance policies clashed with just cause standards in collective bargaining agreements. Can zero tolerance work? The presenters will discuss their recommendations and take comments and questions from the attendees.

Presenters:

Carl F. Jenks, Purdue University Calumet, Hammond, IN

Joy L. Colwel, Purdue University Calumet, Hammond, IN

It's Not Just Kids Going to School — Establishing a Joint Supervisory Training Program

A joint labor-management approach to developing better supervisory staff and creating a career track for blue-collar workers through a comprehensive training program.

Presenters:

Joe Bidwell, Tucson Unified School District, Tucson, AZ

Brenda Lambach, Tucson Unified School District, Tucson, AZ

The 10-Step Leadership Challenge: Union and Management Collaborating to Turn Around Organizations in Trouble

The leadership challenge for these tough times involves tools for teams, leadership and change. Join us to discover the practical techniques needed to travel the 10 steps that union and management leaders should follow in turning around failing organizations.

Presenters:

Gregory E. Huszco, MSHROD Program, Eastern Michigan University, Ypsilanti, MI

Roland Loup, Organization Consultant, Ann Arbor, MI

A Labor Management Partnership Approach to Last Chance Agreements

Instead of being the dreaded “take it or leave it” covenant, a last chance agreement (LCA) can become an important part of a labor-management partnership. An LCA meeting can be an exclusive opportunity that not only solves an immediate problem, but staves off future conflict.

Presenter:

Joseph J. Mantione, Arbitrator, Largo, FL



THURSDAY AUGUST 17, 2006

■ Thursday Morning

Manufacturing Success in a High Wage, Employment Security Environment

At GM's newest American production facility, the parties learned that it is possible to combine manufacturing success with a high standard of living for production team members if: (1) the collective bargaining agreement incorporates the production process; (2) there is joint responsibility for that process; (3) there is joint training; and (4) the responsibility for identifying and dealing with quality issues is at the bargaining unit level.

Presenters:

Richard N. Block, Michigan State University, East Lansing, MI

Marietta Baba, Michigan State University, East Lansing, MI

Michael L. Moore, Michigan State University, East Lansing, MI

GM Representative, Lansing Grand River Assembly, Lansing, MI

UAW Local 652 Representative, UAW Local 652, Lansing, MI

King County's Healthy Incentives Health Care Plan — A Joint Labor-Management Solution to the Health Care Crisis

Even if your professional work does not include health plans, you will want to hear this presentation because King County's new approach to health care may be in your future. It has attracted the attention of a growing number of unions and employers. This presentation will discuss the health plan as well as related issues, including privacy concerns, employee communications, and negotiations with the 92 labor unions representing 13,000 King County employees.

Presenters:

Kathleen Oglesby, King County Government, Seattle, WA

Kerry Schaefer, King County Government, Seattle, WA

Dustin Frederick, SEIU Local 925, Seattle, WA

Whitney Hupf, IFPTE Local 17, Seattle, WA

Betty Sorbo, Teamsters Local 925, Seattle, WA

Rick Oglesby, FMCS, Seattle, WA

The FMCS Arbitration Roster

This session explains the operation of FMCS Arbitration Roster, and its rules and regulations.

Presenters:

Vella Traynham, FMCS, Washington, DC

Dan O'Leary, FMCS, Chicago, IL

Breaking Barriers to Union-Management Partnerships

A highly entertaining, non-threatening self-discovery experience that opens up awareness and creates a process to improve union and management partnerships. This session has consistently been one of the conference's highest rated presentations. (A repeat of a Wednesday morning workshop.)

Presenters:

Gordon Graham, Gordon Graham & Co., Inc., Bellevue, WA

Cathy Crosslin, Gordon Graham & Co., Inc., Bellevue, WA

Innovative Union-Management Partnership Responses to Radical Changes in the Health Care Industry

Maimonides Medical Center, 1199/SEIU, NYSNA, and the Committee of Interns and Residents have been actively pursuing strategic alliance activities for over 8 years. This innovative approach to joint work has led to impressive labor relations, quality of care and union-building outcomes. This presentation will focus on important structures, processes and outcomes to create a comprehensive labor-management approach that improves the quality of health care services.

Presenters:

Marc Leff, Maimonides Medical Center, Brooklyn, NY

Rhadames Rivera, 1199/SEIU, New York, NY

Zaid Holiday, 1199/SEIU, New York, NY

Lovette Dix, 1199/SEIU, New York, NY

Michael Yohannes, 1199/SEIU, New York, NY

Miky Espinal, 1199/SEIU, New York, NY

The Boeing-SPEEA Partnership: It's All about Relationships

How can a highly technical workforce at the facility manufacturing the most popular airliner in the world (the Boeing 737) come together to develop a successful and cooperative relationship? In an environment of competition, post 9/11 turbulence and layoffs, the SPEEA and Boeing senior management were able to develop an effective partnership. This workshop will share the fundamental tools and processes used to develop an effective relationship.

Presenters:

Roni Schaffer, SPEEA, Renton, WA

Mary Jo Shannon, SPEEA, Renton, WA

Richard Greene, SPEEA, Renton, WA

Doug Fletcher, Boeing, Renton, WA

Jennifer Sumner, Boeing, Renton, WA

William Geary, Boeing, Renton, WA

Negotiated Workers' Compensation Programs: Giving a Competitive Edge to Union Employers While Improving Benefits to Injured Union Members

Some claim that state Workers' Compensation systems are broken, causing frustration for employers, injured employees and insurance carriers. A group of employers and unions in Minnesota, through collective bargaining, created a private and exclusive system as an alternative to the state system. Since 1997, this program has increased the competitiveness of signatory employers, while improving the delivery of benefits to injured union workers.

Presenters:

William Ecklund, Felhaber Larson Fenlon & Vogt, Minneapolis, MN

*Kevin Gregerson, Union Construction Crafts Workers' Compensation Fund
Bloomington, MN*

Gary Thaden, Minnesota Mechanical Contractors Association, St. Paul, MN

Jamie Hermansen, IUOE Local 49, Minneapolis, MN

Retirement Security in the Public Sector: The Pension and Benefit Challenge

This session will examine current developments and trends in public sector pensions and health care benefits (current employee and retiree). It will focus on how these trends are impacting collective bargaining and the nature of labor-management relations and examine creative ways labor and management parties are attempting to address these costs in ways that balance the interests of employees and taxpayers.

Presenters

Marick F. Masters, University of Pittsburgh, Pittsburgh, PA

Michael Filler, IBT, Washington, DC

Bonnie Summers, BlueCross BlueShield Association, Washington, DC

What Do They See When They See You Coming?

How others perceive you is your business! Participants will discover that their attitudes and actions do not automatically flow untarnished to others. Both labor and management will learn to factor the perception of their counterpart into their equation. (A repeat of a Wednesday morning workshop.)

Presenter:

Stephen M. Gower, CSP, The Gower Group, Inc., Toccoa, GA

■ Thursday Early Afternoon

Getting to Yes in the Federal Sector with Interest-Based Bargaining (IBB)

Faced with the need to negotiate the 18-year-old local supplemental agreement between the Durham VA Medical Center and United American Nurses (UAN), the parties chose to apply interest based bargaining techniques to what could otherwise be a contentious and unproductive event and were able to conclude with full agreement on all contract articles and issues in 48 hours.

Presenters:

Greg Moore, Durham VA Medical Center, Durham, NC

Mike Boucher, United American Nurses, Durham, NC

New Rules of Engagement in Collective Bargaining

Although collective bargaining agreements generally come from traditional approaches to negotiations, unintended, and sometimes damaging, results occur during contract implementation. Negotiators from the Wolf Creek Nuclear Generating Station used traditional and interest-based bargaining approaches and liked the results.

Presenters:

Steven L. Boyce, Westar Energy, Topeka, KS

Paul E. Lira, IBT Local 304, Topeka, KS

Learning a Better Approach in Higher Education

Leaders from higher education and labor will discuss the successes and frustrations encountered using interest-based problem solving and grievance mediation to resolve a myriad of issues confronting them.

Presenters:

Carolyn Schwier, District 1199/SEIU UC Chapter, Cincinnati, OH

Donna Samuels, District 1199/SEIU UC Chapter, Cincinnati, OH

William Johnson, University of Cincinnati, Cincinnati, OH

Gloria Woods, University of Cincinnati, Cincinnati, OH

Ed Turner, Ohio State Employment Relations Board, Columbus, OH

Labor-Management Collaboration to Turn Global Outsourcing Into Insourcing

Labor unions are often interested in stemming job loss while management is often interested in lowering production costs by outsourcing. There is room for joint cooperation and reciprocal agreements that can bring new jobs into our country.

Presenters:

Joseph Z. Fleming, Greenberg Traurig, P.A., Miami, FL

Daniel B. Pasternak, Greenberg Traurig, P.A., Phoenix, AZ

After the Handshake: Implementing and Sustaining Innovative Agreements on Health Care, New Technology, Job Security and Contract Administration

This workshop explores and reveals the elements needed to translate collective bargaining language that is not self-implementing — specifically health care, new technology, job security and the grievance procedure — into actions and results developed by both union and management. A strategic overview of industry challenges in the utility industry will also be provided.

Presenters:

Thomas J. Schneider, Restructuring Associates, Inc., Washington, DC

Dennis L. Dabney, DTE Energy, Detroit, MI

James C. Harrison, UAW, Local 223, Dearborn, MI

Creative Labor-Management Committee Training that Makes a Difference: On Time, On Line and On Target

The successful results of this FMCS-funded project to develop labor-management committee training will be explored. The session will detail the innovative training, including interactive online training, insightful labor-management relations assessment, two days of on-site training and Web-based resources.

Presenters:

Ira Baumgarten, NYS&CSEA Partnership for Education and Training, Albany, NY

Marshall Goldberg, Association of Joint L-M Educational Programs, New York, NY

Lori Zwicker, NYS & CSEA Partnership for Training and Education, Albany, NY

Is Your Code of Conduct a Path to Partnership?

Codes of Conduct have long been a feature of partnership. Today, they are a necessity. Ethical codes can help employers and employees confront changing times and work more effectively across geographic and cultural boundaries. Beginning with the Code of Professional Conduct for Arbitrators of Labor-Management Disputes, two well-known arbitrators will discuss fiduciary, transparency and fairness principles.

Presenters:

Francis X. Quinn, FXQ Group, Fort Worth, TX

Sharon K. Imes, Arbitrator, La Crosse, WI

Translating the Labor Agreement: Language and Intention

This presentation assesses the impact of an educational project that goes beyond the literal and important work of translating a labor contract for non-English speaking employees. The process can lead to a deeper understanding of social and cultural expectations and more efficient communication.

Presenters:

John Cairns, Montgomery County LMC, Plymouth Meeting, PA

Bill Thorp, Montgomery County LMC, Plymouth Meeting, PA

John Lavin, Montgomery County LMC, Plymouth Meeting, PA

Cristian Infante, International Monetary Fund Grantee, Santiago, Chile

■ Thursday Late Afternoon

Show Me the Money! Costing the Labor Agreement

Many bargaining team members are unsure how to truly cost a labor agreement. They are unfamiliar with the calculations made and how to determine the cost of economic proposals. This session will explain in simple terms how to do this essential part of negotiations.

Presenter:

Moir J. Kelly, Kelly Consulting LLC, New Berlin, WI

Generational Conflicts: Communicating Through the Ages

Can't we all just get along? Well, frankly, no. It's not just labor versus management. Not all of us do as well with people of a "certain age." This highly interactive workshop will assist participants in recognizing their own age group (Traditionalists, Boomers, Xers, Millennials) strengths, needs and obstacles in dealing with others.

Presenters:

Gary Hattal, FMCS, Seattle, WA

Kathleen Erskine, FMCS, Seattle, WA

Kim Beg, FMCS, Washington, DC

Eileen Hoffman, FMCS, Washington, DC

Strengthening New Paths to Partnerships Through Skills Training

This workshop will be presented by New York City's hospital-based, labor-management training and education committee. Presenters will demonstrate methods of overcoming challenges to providing quality care at a time when the health care industry is being downsized and restructured. The presenters will take you through a journey from design to the implementation of strategic training programs that meet the needs of all constituents and customers.

Presenters:

Joyce Coles, 1199 Training and Upgrading Fund, New York, NY

Lewis Kohl, MD, Long Island College Hospital, New York, NY

Maria Castanada, 1199 SEIU United Health Care Workers East, New York, NY

Jeff Cohen, Mount Sinai Hospital, New York, NY

Angela Doyle, 1199 SEIU United Health Care Workers East, New York, NY

Myriamne Clitus, 1199 SEIU Training and Employment Fund, New York, NY

Ronnie Babb, 1199 SEIU, New York, NY

Clarence Brotherson, 1199 SEIU, New York, NY

Blended Bargaining — Fusing the Techniques of Traditional and Mutual Gains Bargaining for Better Results in a Skeptical World

Blended bargaining is a robust but realistic approach to facilitated bargaining that recognizes the legacy and outlook of many negotiators, but gives them space to move out of their bunkers under new rules. Although it is a hybrid, its careful structure delivers pragmatic and tangible gains.

Presenters:

Anna Booth, CoSolve, Collaroy, New South Wales, Australia

Clive Thompson, CoSolve, Collaroy, New South Wales, Australia

Gilmer and the Civil Rights Act of 1991 at Fifteen: Is There Any Role for Unions in Employment Discrimination Arbitration?

After 1991, many employers required that employees agree to arbitrate employment disputes as a condition of their hire. As a result, arbitration of individual statutory discrimination claims has grown significantly without union involvement. This presentation examines this growth and whether unions may partner with management in making arbitration more effective.

Presenters:

Michael Z. Green, Texas Wesleyan University School of Law, Fort Worth, TX

Ronald Turner, University of Houston Law Center, Houston, TX

Dissension to Consensus: Achieving Improved Productivity and Morale in the Public Sector

Community, understanding and collaboration are the foundations of productive labor-management partnerships. In the District of Columbia government, one partnership moved beyond a hostile environment to create an alternative work schedule and other incentives that significantly improved productivity and morale.

Presenters:

Dr. Natwar Ghandi, DC Government, Washington, DC

George E. Johnson, AFSCME Council 20, Washington, DC

Brenda Featherstone, AFSCME, Washington, DC

Ben Van Hoose, DC Government, Washington, DC

Mutuality Agreements: Innovative Approaches to the Use of Neutrality Agreements — A Unique Proposal for a Compromise

This workshop explores neutrality agreements, analyzes applicable court cases and reviews alternatives in developing a fair system of compromise.

Presenters:

Joseph Z. Fleming, Greenberg Traurig, P.A., Miami, FL

Daniel B. Pasternak, Greenberg Traurig, P.A., Phoenix, AZ

Project Labor Agreements: Peace, Partnership and Prosperity?

Project Labor Agreement negotiation and implementation have proved to be volatile subjects over the last 10 years. Panelists in this presentation will provide owner, union and negotiator/third-party perspectives on their experiences of over 20 years in utilizing Project Labor Agreements on more than 120 projects.

Presenters:

Patrick Gillespie, Philadelphia Building & Construction Trades Council, Philadelphia, PA

Anthony J. Wigglesworth, Philadelphia Area Labor-Management Committee, Philadelphia, PA

Jose Cabrera, Sunoco, Philadelphia, PA

HealthLMC.Org: Developing, Maintaining and Evaluating a Joint Health Care Committee

A unique program that has created a national model for the development and support of local labor-management health care benefits committees. The effort combines traditional training with an on-line classroom that is available 24/7.

Presenters:

Gregg Gascon, Ohio Education Association, Columbus, OH

Van Keating, Ohio School Boards Association, Columbus, OH

Jim Cowles, Columbus Area Labor-Management Committee, Columbus, OH

Thomas Worley, State Employment Relations Board, Columbus, OH

FRIDAY AUGUST 18, 2006

■ Friday Morning

Preparing for Arbitration: Effective Advocacy in the Context of an Ongoing Relationship

Labor and management parties who work hard on maintaining productive relationships encounter issues they cannot resolve. While arbitration is an adversarial process, its use need not derail the parties' relationship. This session will explore ways to approach arbitration that permit each side to fully advocate for a positive ruling without damaging the ongoing relationship.

Presenters:

Elizabeth Neumeier, Association for Conflict Resolution, Gloucester, MA
Nancy E. Peace, Association for Conflict Resolution, Gloucester, MA

The 'Strategic Alliance' Approach to Building Partnerships

A strategic alliance born out of adversity between the United Steel Workers and SCA Tissue resulted in a shared, partnering relationship beneficial to SCA stockholders, customers, employees and the union. Together, the parties are attaining an edge in the face of worldwide competition and a tough economic climate.

Presenters:

Bill Gibbons, USW, Tinley Park, IL
Chuck Gintz, SCA Tissue, Neenah, WI

Global Pressures on the Domestic Auto Industry: How Labor and Management Are Responding

The largest domestic auto producers are being buffeted by a "perfect storm." New competitors are gaining market share; escalating health care and pension costs must be spread over declining sales; turmoil and uncertainty pervade the supplier base; energy prices remain a wild card. Panelists will provide a strategic overview of the industry and address the impact on labor-management relationships - with an eye not just to the implications for the auto industry, but for other mature domestic industries as well.

Presenters:

John Paul MacDuffie, University of Pennsylvania, Philadelphia, PA
Arthur R. Schwartz, General Motors Corporation, Ann Arbor, MI
Linda Ewing, UAW, Detroit, MI

Labor-Management Strategies for Organizational Change

Labor and management are each other's best resources for navigating change in the workplace. Each party needs information and each has the power to resist. This session examines issues of change, trust and structure and presents a case study to illustrate how these principles work in practice.

Presenters:

Robert Pearson, Princeton Training Partners, Holland, PA
Susan Woods, Cornell University ILR, Ithaca, NY

Innovative and Collaborative Approaches to Employee Development

Learn how an employer in an industry known for boom and bust employment cycles, a highly technical workforce, and intense industry competition works collaboratively with an engineering/technical union to develop and prepare their technical workforce for the future. Their innovative and creative programs address knowledge sharing and employability.

Presenters:

Michelle Kelley, Ed Wells Partnership, Renton, WA
Dean Tudor, Ed Wells Partnership, Renton, WA

Appreciative Inquiry — A Revolutionary Approach to Labor-Management Opportunities

This highly interactive workshop will cover the history, principles, research and science on which Appreciative Inquiry is built. The process has been used worldwide for decades and focuses on past and current strengths and successes rather than what needs "fixing."

Presenter:

Timothy Germany, FMCS, New York, NY

Bargaining Beyond Benefits Through Health Care Coalitions

A description of labor-management coalition strategies designed to harness the enormous, but fragmented, purchasing power of labor-management health care purchasers while compelling information disclosures and driving performance improvement. The session will include examples of successful price and quality improvements achieved by direct negotiation and intervention with providers by coordinated purchasing groups.

Presenters:

Sean Kenney, The Labor-Management Health Care Coalition of the Upper Midwest (LMC), Minneapolis, MN
Gary Thaden, Minnesota Mechanical Contractors Association, St. Paul, MN
Jim Hansen, IUOE Local 49, Minneapolis, MN
Ken Brein, IUOE Local 49, Minneapolis, MN
Sally Covington, California Health Care Coalition, San Francisco, CA
Tom Moore, Jr., California Health Care Coalition, San Francisco, CA

National Labor-Management Conference Contributing and Participating Organizations

Participating Organizations

Labor and Employment Relations Association

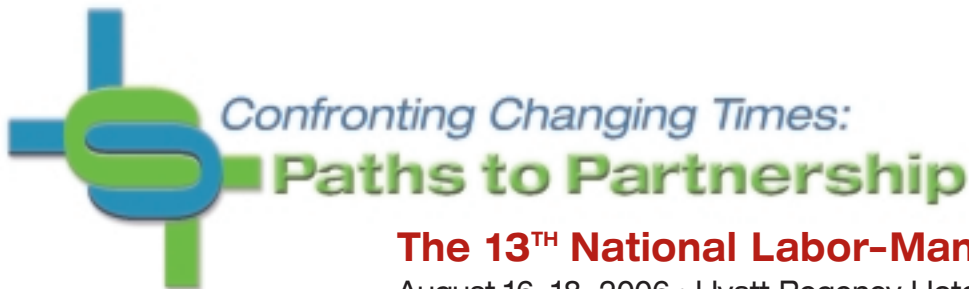
Contributing Organizations

International Foundation of Employee Benefit Plans
National Labor Office, Blue Cross Blue Shield Association

Program Steering Committee

Chicago Federation of Labor AFL-CIO
Chicago-Kent College of Law, Illinois Institute of Technology
Daily Labor Report, Bureau of National Affairs
International Foundation of Employee Benefit Plans
Labor and Employment Relations Association
National Academy of Arbitrators
National Association of Manufacturers
National Labor Office, Blue Cross Blue Shield Association
National Public Employer Labor Relations Association
Restructuring Associates Inc.
SEIU Local 1199
Society of Human Resource Management

LERA industry track



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Enclosed is a check, money order, credit card authorization or checking account debit information for \$495 conference registration. The registration fee covers admission to all sessions, two luncheons, and conference reception at the Museum of Science and Industry, including round-trip transportation.
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KEYNOTE SPEAKERS:

Wednesday, August 16



Elaine L. Chao
U.S. Secretary of
Labor



Jack Jacobs
MSNBC commentator
and Congressional
Medal of Honor
recipient

Thursday, August 17



Francis Crosson, M.D.
Executive Director,
Kaiser-Permanente,
The Permanente
Federation



Richard L. Trumka
Secretary-Treasurer,
AFL-CIO



John W. Wilhelm
President,
UNITE-HERE,
Hospitality Industry

Friday, August 18



Ronald E. Meisburg
General Counsel,
NLRB

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